

## **Bobby H. Pechal, Jr.**

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Roanoke, TX 76262-2024  
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### **Employment History**

41 years in the railroad industry with 14 years of experience in 3 crafts – Clerical (Transportation Communications International Union), Dispatching (American Train Dispatchers Association), Yardmaster and Trainman (United Transportation Union \ SMART-TD); 27 years management - extensive experience in Operations Collective Bargaining focusing on Transportation with an emphasis on the development and use of technology for automated scheduling in compliance with applicable Collective Bargaining Agreements.

Retired from the Railway Industry – Assistant Vice-President Operations Workforce Management with responsibility for scheduling all crafts, leveraging automation and telephony, as well as accountability for leading a Team assigned with Collective Bargaining Compliance and Operational Change for 38,000 union employees.

### **Experience, Skills, Competencies**

Skills and experience include leading a Team in resolving disputes including (not limited to) Discipline (all types including Absenteeism, Operating Rules Violations, Conduct, Drug & Alcohol), Human Resources (Policy, Environment, Discrimination, Hiring, Performance), including Discharge and Non-Discharge cases. Leader in deciding the arbitrability of disputes.

Subject Matter Expert in Collective Bargaining Compliance with a focus on Work Rules, Discipline, Environment, and Policies. Creating and leading training for Labor Represented Employees and overseeing both process and result. Competencies include full understanding of the interaction of work / payroll / benefits / compensation for Labor Represented Employees.

### **Listed as Arbitrator**

March 2, 2020 National Mediation Board ([nmb.gov](http://nmb.gov))

### **Specializing in On-line Arbitration on a Number of Platforms**

Trained and qualified to hold in person or on-line meetings using multiple software platforms. Extensive training in Zoom and WebEx.

## **Railroad Experience**

	<b><u>Position</u></b>	<b><u>Start</u></b>	<b><u>End</u></b>
ATSF Railway - Temple, TX	Clerical- TCU	Feb 1979	*
ATSF Railway - Temple, TX	Dispatcher-ATDA	Apr 1980	*
ATSF Railway - Bellville, TX	Yardmaster – UTU	Jun 1981	*
* Held various positions within each Craft as Seniority would allow until promoted to Management, except for time shown with the Chicago, South Shore and South Bend Railway			
Chicago, South Shore and South Bend Railway Company - Michigan City, IN	Brakeman – UTU	Mar 1986	Oct 1986
ATSF Railway - Chicago, IL	Manager Crew Mgmt	Apr 1993	Jan 1994
ATSF Railway - Chicago, IL	Supv Crew Planning	Jan 1994	Sep 1995
BNSF Railway - Topeka, KS	Sr. Manager Crew Mgmt	Sep 1995	Nov 1997
BNSF Railway - Topeka, KS	Asst. Director Crew Mgmt	Nov 1997	Dec 1999
BNSF Railway - Topeka, KS & Fort Worth, TX	Director Crew Mgmt	Dec 1999	Mar 2014
BNSF Railway - Fort Worth, TX	General Director Crew Mgmt	Mar 2014	Feb 2018
BNSF Railway - Fort Worth, TX	AVP – Crew Mgmt	Feb 2018	Mar 2020

## **Continuing Education**

**Becoming A Labor Arbitrator** – Federal Mediation and Conciliation Service - Completed February 5, 2021

**Intern with Edward B. Valverde, National Academy of Arbitrators** – Start December 7, 2020 - Ongoing

**NAA Southwest Region Continuing Education** focusing on the Code of Professional Responsibility, Advisory Opinions and other topics – Leader I. B Helburn, NAA Arbitrator - Start July 30,2020 - Ongoing

## **Community Service**

Currently serve as the Vice-President, Board of Directors, for the Northside Inter-Community Agency, serving people in the North Fort Worth, TX community.

**Detailed fee schedule will be forwarded to parties upon request and / or immediately on selection.**